

MILPITAS ETHICS PROGRAM

THE CODE OF ETHICS

EXHIBIT "A"

May 17, 2004

PREAMBLE

Ours is a government of the people. As neighbors and professional colleagues, we offer our talents and have been chosen to work together to advance our community. We promise to be vigilant in serving the public's interest, to be at our best in advancing the community's good, and to be accountable to the people and the institutions we serve. The City of Milpitas has adopted this Code of Ethics to foster public trust and public confidence by promoting and maintaining the highest standards of conduct. The people of Milpitas expect all elected and appointed officials, candidates for public office, City management, and Senior Staff to follow this Code and to practice its six core values. To gain and keep the people's confidence and trust, we who serve this community or are candidates for public office must be credible role models, and must master the fundamental practices that include, but are not limited to, those described in this Code. We meet the most demanding ethical standards and demonstrate in word and action the deepest commitment to the City's values.

HONESTY

(INTEGRITY, DEPENDABILITY, TRUTHFULNESS)

As I serve Milpitas, I am honest. I keep my word and lead by example. I base my actions on behalf of the City on the best available information. I go out of my way to build trust, and consider carefully the impact of my actions on public confidence. I maintain integrity at all times and consistently do what I believe is in the best interests of this community.

RESPECT

(ACTIVE COMMUNICATION, CIVILITY, RESPONSIVE PUBLIC SERVICE)

As I serve Milpitas, I treat everyone with respect and dignity, the way I would want to be treated. I practice patience, courtesy, and civility even when we disagree. I maintain confidentiality, am sensitive about other people's time, and am careful with the public's property. I listen actively, engage in effective two-way communication, and demonstrate responsive public service.

FAIRNESS

(DUE PROCESS, OBJECTIVITY, IMPARTIALITY)

As I serve Milpitas, I am fair. I treat everyone equitably. I value peoples' right to know, encourage public input, and listen to all sides. I honor due process. I make impartial decisions, using relevant and consistent criteria, caring for special needs, and giving priority to merit.

TEAMWORK

(VALUING DIVERSITY, OPEN-MINDEDNESS, COLLABORATION)

As I serve Milpitas, I emphasize teamwork. I reach out to all individuals and groups, involving them in the process, and partnering with them. I value diversity, seek differing and divergent viewpoints, and ask for and consider all opinions. I recognize that good ideas and better solutions can come from anyone.

STEWARDSHIP

(FISCAL RESPONSIBILITY, ENVIRONMENTAL CONSERVATION, VISION)

As I serve Milpitas, I foster, protect, and conserve the community's financial, environmental, and cultural resources. I practice fiscal responsibility and preserve natural resources. I respect individual rights and uphold the public trust. I am committed to the long-term stability and growth of the community.

ACCOUNTABILITY

(RESPONSIBILITY)

As I serve Milpitas, I hold myself to high standards and am accountable to the public, stakeholders, and other institutions. I am willing to explain my actions and decisions, give and receive criticism, accept consequences, and engage in continuous improvement.

I have read the City of Milpitas Ethics Code and understand its expectations.

Please Print Name

Signature

Date